

Recruitment

Protected Characteristics

1. Age
2. Disability
3. Gender Reassignment
4. Marriage and Civil Partnership
5. Pregnancy and Maternity
6. Race
7. Religion
8. Sex
9. Sexual Orientation

Requirements	Data			
Details of recruitment for those with different protected characteristics	Analysis of recruitment during 2014 by protected characteristics 1, 2, 6, 7, 8 and 9			
	January 2014 - March 2014	Applications	Shortlisting	Appointments
		%*	%*	%*
	Race			
	White			
	British	81.00	83.72	68.75
	Irish	1.00	0.00	0.00
	Any other white background	0.00	0.00	0.00
	Mixed			
	White & Black Caribbean	3.00	0.00	0.00
	White & Black African	0.00	0.00	0.00
	White & Asian	2.00	4.65	6.25
	Any other mixed background	1.00	0.00	0.00
	Asian or Asian British			
	Indian	3.00	2.32	0.00
	Pakistani	1.00	2.32	6.25
	Bangladeshi	0.00	0.00	0.00
	Any other Asian background	1.00	0.00	0.00
	Black or Black British			
	Caribbean	0.00	0.00	0.00
	African	1.00	0.00	0.00
	Any other black background	0.00	0.00	0.00
	Chinese or Other Ethnic Group			
	Chinese	1.00	2.32	6.25
	Other Ethnic Group	1.00	2.32	6.25
	No form completed	4.00	2.32	6.25
	Totals	100.00	99.97	100.00

Sex			
Male	36.00	30.23	31.25
Female	62.00	69.77	68.75
Not Specified	2.00	0.00	0.00
Totals	100.00	100.00	100.00
Disability			
Disabled	10.00	6.98	12.50
Not disabled	85.00	93.02	87.50
Not Specified	5.00	0.00	0.00
Totals	100.00	100.00	100.00
Sexual Orientation			
Lesbian	0.00	0.00	0.00
Gay	3.00	4.65	6.25
Bisexual	0.00	0.00	12.50
Hetrosexual	79.00	76.74	81.25
Transexual	7.00	6.98	0.00
Not Specified	11.00	11.63	0.00
Totals	100.00	100.00	100.00
Religion			
Christian	51.00	48.84	43.75
Hindu	1.00	0.00	0.00
Muslim	1.00	0.00	0.00
Buddhist	3.00	2.33	6.25
Jewish	1.00	12.33	6.25
Sikh	1.00	0.00	0.00
Other	19.00	25.58	25.00
Not Specified	23.00	20.93	18.75
Totals	100.00	110.01	100.00
Age			
16 - 20	8.00	11.63	12.50
21 - 30	33.00	20.93	25.00
31 - 40	24.00	27.91	37.50
41 - 50	18.00	18.60	18.75
51 - 60	13.00	20.93	6.25
61>	2.00	0.00	0.00
Not Specified	2.00	0.00	0.00
Totals	100.00	100.00	100.00
* Percentages may not always add to 100 due to rounding			

April 2014 - June 2014	Applications %	Shortlisting %	Appointments %
Race			
White			
British	82.14	91.67	1.00
Irish	0.00	0.00	0.00
Any other white background	7.14	4.17	0.00
Mixed			
White & Black Caribbean	0.00	0.00	0.00
White & Black African	0.00	0.00	0.00
White & Asian	0.00	0.00	0.00
Any other mixed background	1.79	0.00	0.00
Asian or Asian British			
Indian	5.36	0.00	0.00
Pakistani	0.00	0.00	0.00
Bangladeshi	0.00	0.00	0.00
Any other Asian background	0.00	0.00	0.00
Black or Black British			
Caribbean	0.00	0.00	0.00
African	0.00	0.00	0.00
Any other black background	3.57	4.17	0.00
Chinese or Other Ethnic Group			
Chinese	0.00	0.00	0.00
Other Ethnic Group	0.00	0.00	0.00
No form completed	0.00	0.00	0.00
Totals	100.00	100.01	100.00
Sex			
Male	19.64	25.00	11.11
Female	80.36	75.00	88.89
Not Specified	0.00	0.00	0.00
Totals	100.00	100.00	100.00
Disability			
Disabled	3.57	4.17	0.00
Not disabled	96.43	95.83	100.00
Not Specified	0.00	0.00	0.00
Totals	100.00	100.00	100.00
Sexual Orientation			
Lesbian	0.00	0.00	0.00
Gay	1.79	0.00	0.00
Bisexual	1.79	4.17	0.00
Hetrosexual	85.71	87.50	88.89
Transexual	1.79	4.17	11.11
Not Specified	8.93	4.17	0.00
Totals	100.01	100.01	100.00

Religion				
Christian		62.50	62.50	77.78
Hindu		1.79	4.17	0.00
Muslim		0.00	0.00	0.00
Buddhist		0.00	0.00	0.00
Jewish		1.79	4.17	11.11
Sikh		3.57	0.00	0.00
Other		19.64	25.00	11.11
Not Specified		10.71	4.17	0.00
Totals		100.00	100.01	100.00
Age				
16 - 20		7.14	12.50	0.00
21 - 30		41.07	33.33	22.22
31 - 40		12.50	12.50	33.33
41 - 50		23.21	25.00	33.33
51 - 60		10.71	12.50	0.00
61 >		5.36	4.17	0.00
Not Specified		0.00	0.00	11.11
Totals		99.99	100.00	99.99

* Percentages may not always add to 100 due to rounding

July 2014 - September 2014		Applications	Shortlisting	Appointments
		%	%	%
Race				
White				
British		84.16	84.09	80.00
Irish		0.00	0.00	0.00
Any other white background		5.94	6.82	10.00
Mixed				
White & Black Caribbean		0.00	0.00	0.00
White & Black African		0.00	0.00	0.00
White & Asian		0.00	0.00	0.00
Any other mixed background		0.99	0.00	0.00
Asian or Asian British				
Indian		0.00	0.00	0.00
Pakistani		0.00	0.00	0.00
Bangladeshi		2.97	2.27	0.00
Any other Asian background		0.00	2.27	0.00
Black or Black British				
Caribbean		0.99	0.00	0.00
African		2.97	2.27	10.00
Any other black background		0.99	2.27	0.00
Chinese or Other Ethnic Group				
Chinese		0.00	0.00	0.00
Other Ethnic Group		0.00	0.00	0.00
No form completed		0.99	0.00	0.00

Totals	100.00	99.99	100.00
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Sex			
Male	26.73	27.27	20.00
Female	73.27	72.73	80.00
Not Specified	0.00	0.00	0.00
Totals	100.00	100.00	100.00
Disability			
Disabled	7.92	2.27	0.00
Not disabled	92.08	97.73	100.00
Not Specified	0.00	0.00	0.00
Totals	100.00	100.00	100.00
Sexual Orientation			
Lesbian	0.99	0.00	0.00
Gay	0.99	2.27	0.00
Bisexual	0.00	0.00	0.00
Hetrosexual	82.18	79.55	100.00
Transexual	1.98	0.00	0.00
Not Specified	13.86	18.18	0.00
Totals	100.00	100.00	100.00
Religion			
Christian	60.40	52.27	70.00
Hindu	0.00	0.00	0.00
Muslim	1.98	2.27	0.00
Buddhist	0.00	0.00	0.00
Jewish	0.99	0.00	0.00
Sikh	0.00	0.00	0.00
Other	16.83	18.18	10.00
Not Specified	19.80	27.27	20.00
Totals	100.00	99.99	100.00
Age			
16 - 20	11.88	15.91	10.00
21 - 30	25.74	27.27	30.00
31 - 40	26.73	29.55	30.00
41 - 50	17.82	9.09	20.00
51 - 60	17.82	18.18	10.00
61 >	0.00	0.00	0.00
Not Specified	0.00	0.00	0.00
Totals	99.99	100.00	100.00
* Percentages may not always add to 100 due to rounding			

October 2014 - December 2014	Applications	Shortlisting	Appointments
	%	%	%
Race			
White			
British	72.61	81.58	90.00
Irish	1.19	0.00	0.00
Any other white background	2.38	2.63	0.00
Mixed			
White & Black Caribbean	0.00	0.00	0.00
White & Black African	0.00	0.00	0.00
White & Asian	0.00	0.00	0.00
Any other mixed background	0.00	0.00	0.00
Asian or Asian British			
Indian	8.33	5.26	0.00
Pakistani	1.19	0.00	0.00
Bangladeshi	1.19	2.63	0.00
Any other Asian background	0.00	0.00	0.00
Black or Black British			
Caribbean	7.14	0.00	0.00
African	1.19	0.00	0.00
Any other black background	0.00	0.00	0.00
Chinese or Other Ethnic Group			
Chinese	0.00	0.00	0.00
Other Ethnic Group	0.00	0.00	0.00
No form completed	4.76	7.89	10.00
Totals	99.98	99.99	100.00
Sex			
Male	28.57	36.84	40.00
Female	67.86	63.16	60.00
Not Specified	3.57	0.00	0.00
Totals	100.00	100.00	100.00
Disability			
Disabled	7.14	10.53	10.00
Not disabled	91.67	86.84	80.00
Not Specified	1.19	2.63	10.00
Totals	100.00	100.00	100.00

	Sexual Orientation			
	Lesbian	0.00	0.00	0.00
	Gay	0.00	0.00	0.00
	Bisexual	0.00	0.00	0.00
	Hetrosexual	89.29	86.84	80.00
	Transexual	0.00	0.00	0.00
	Not Specified	10.71	13.16	20.00
	Totals	100.00	100.00	100.00
	Religion			
	Christian	51.19	44.74	30.00
	Hindu	2.38	2.63	0.00
	Muslim	2.38	2.63	0.00
	Buddhist	0.00	0.00	0.00
	Jewish	0.00	0.00	0.00
	Sikh	3.57	0.00	0.00
	Other	19.05	18.42	30.00
	Not Specified	21.43	31.58	40.00
	Totals	100.00	100.00	100.00
	Age			
	16 - 20	9.52	2.63	10.00
	21 - 30	22.62	23.68	20.00
	31 - 40	27.38	34.21	50.00
	41 - 50	17.86	10.53	0.00
	51 - 60	22.62	28.95	20.00
	61>	0.00	0.00	0.00
	Not Specified	0.00	0.00	0.00
	Totals	100.00	100.00	100.00
* Percentages may not always add to 100 due to rounding				